

1993

The effect of sexual harassment on work related attitudes

Catharine Mary Phillips
Iowa State University

Follow this and additional works at: <https://lib.dr.iastate.edu/rtd>



Part of the [Civil Law Commons](#), and the [Civil Rights and Discrimination Commons](#)

Recommended Citation

Phillips, Catharine Mary, "The effect of sexual harassment on work related attitudes" (1993). *Retrospective Theses and Dissertations*. 17328.
<https://lib.dr.iastate.edu/rtd/17328>

This Thesis is brought to you for free and open access by the Iowa State University Capstones, Theses and Dissertations at Iowa State University Digital Repository. It has been accepted for inclusion in Retrospective Theses and Dissertations by an authorized administrator of Iowa State University Digital Repository. For more information, please contact digirep@iastate.edu.

**The effect of sexual harassment
on work related attitudes**

by

Catharine Mary Phillips

**A Thesis Submitted to the
Graduate Faculty in Partial Fulfillment of the
Requirements for the Degree of
MASTER OF SCIENCE**

**Interdepartmental Program: Industrial Relations
Major: Industrial Relations**

Signatures have been redacted for privacy

**Iowa State University
Ames, Iowa**

1993

TABLE OF CONTENTS

INTRODUCTION	1
LITERATURE REVIEW	2
Definitions of Sexual Harassment	2
Legal Aspects of Sexual Harassment	4
Sexual Harassment and Work Related Outcomes	5
Career Stage as a Moderator	6
PROPOSITIONS	9
Proposition 1	9
Proposition 2	10
Proposition 3	10
Proposition 4	11
Proposition 5	12
METHODS	13
Data Analysis	13
Sample	14
Harassment Measures	15
Sexually harassing behaviors	15
Perceptions of being sexually harassed	16
Measures of Work Related Attitudes	16
Organizational commitment	16
Role ambiguity and role conflict	17
Job satisfaction	18
Stress	19
RESULTS	20

Proposition 1	20
Proposition 2	20
Proposition 3	21
Proposition 4	23
Supervisory findings	23
Co-worker findings	24
Proposition 5	25
Supervisory findings	25
Co-worker findings	26
DISCUSSION	27
Proposition 1	27
Proposition 2	27
Proposition 3	29
Proposition 4	30
Proposition 5	31
Model Revision	31
Limitations and Suggestions	32
Implications	33
REFERENCES	36
ACKNOWLEDGEMENTS	41
APPENDIX A: FIGURE 1: THE EFFECT OF SEXUAL HARASSMENT ON WORK RELATED ATTITUDES	42
APPENDIX B: MEASURES	44
APPENDIX C: DATA ANALYSIS FOR PROPOSITIONS 1-5 (TABLES 1-51)	52

INTRODUCTION

Sexual harassment within the workforce is not a new phenomenon. Published documentation of sexual harassment in the United States goes back to 1908 (Fitzgerald, Shullman, Baily, Richards, Swecker, Gold, Ormerod and Weitzman 1988). However, sexual harassment in work environments was not a subject for social research until the late 1970's. Benson and Thomson (1982) credit Redbook's 1976 survey of working women (Safran, 1976) as the point where sexual harassment was recognized as a social problem. Since 1976, the majority of research on sexual harassment has focused on defining it, (Fitzgerald, 1990), documenting its existence and frequency, identifying how women perceive incidents of sexual harassment (Baker, Terpstra, and Larntz, 1990), and identifying the causes and correlates of sexual harassment (Terpstra and Baker, 1986). Only recently have researchers begun to explore how sexual harassment affects employee emotions and behavior (Baker, Terpstra, and Larntz, 1990), and further how employee reactions to sexual harassment affect organizational outcomes (Brooks and Perot, 1991). The effects employee reactions to sexual harassment have upon organizational outcomes is the primary subject of this research effort.

LITERATURE REVIEW

Definitions of Sexual Harassment

Sexual harassment is often equivocally defined (Adams, Kottke and Padgitt, 1983) and no one definition of sexual harassment exists that is complete or acceptable to everyone (Crocker, 1983; McKinney and Maroules, 1991; Somers, 1982). Yet multiple definitions of sexual harassment can serve as educational tools and may help to encourage judgements of behavior (McKinney and Maroules, 1991).

The literature on sexual harassment overwhelmingly focuses on women's experience of sexual harassment. The existence of male victims of sexual harassment has not been ignored, but overshadowed. Not surprisingly, definitions of what constitutes sexual harassment are often directed positioned to reflect a female point of view. For example, sexual harassment can be broadly defined as unsolicited and nonreciprocal male behavior that emphasizes women's sex roles over their roles as organizational members (Farley, 1978; Meyer, Berchtold, Oestrich and Collins, 1981; Saal, 1990). More specific definitions include the 1975 Working Women United Institute definition of "any repeated and unwanted sexual comments, looks, suggestions or physical contact that causes one discomfort on the job" (Backhouse and Cohen, 1981). Somers and Clementson-Mohr (1979) provide a list of specific behaviors which make up sexual harassment including: sexually oriented verbal abuse, sexual remarks about women's clothing or body, patting, pinching or brushing against a woman's body, leering or ogling, demands for sexual favors in return for hiring, promotion or tenure, and physical assault of a sexual nature up to and including rape. MacKinnon (1979)

distinguished between two forms of sexual harassment: Quid Pro Quo and Conditions of Work. Quid Pro Quo is the solicitation of sexual cooperation through promises of rewards or threats of punishment. Conditions of Work is the presence of sexist, abusive or unwanted sexual behavior and attention directed at women. While the behaviors described in the conditions of work definition are not intended to elicit sexual cooperation, they have the effect of embarrassing and humiliating women and ultimately create a hostile and/or offensive work environment (Fitzgerald and Hesson-McInnis, 1989).

It must be noted that women's subjective interpretations of behaviors are important when attempting to determine when sexual harassment has occurred. Sexual comments or physical contact which one woman finds offensive may not create discomfort for another woman (Saal, 1990). In 1980, the Equal Employment Opportunity Commission (EEOC) gave credibility to subjective perceptions of being sexually harassed by asserting that sexual harassment involves: Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment (Fed. Register, 1980).

Legal Aspects of Sexual Harassment

The Supreme Court in 1986 with the Meritor Savings Bank vs Vinson case determined that TITLE VII of the Civil Rights Act of 1964, which protects employers from discriminating against an individual "with respect to his or her compensation, terms, conditions or privileges of employment because of such individual's... sex" could be interpreted to include situations in which sexual harassment creates a hostile or abusive work environment (Meritor Savings Bank vs Vinson, 1986; as cited by Hukill, 1991, p. 37). In the Meritor decision the Supreme Court did not specify a standard to determine whether or not a hostile environment exists (Hukill, 1991). However, in Ellison vs Brady 1991, the Court of Appeals for the North Circuit asserted that "sexual harassment is unlawful whenever a reasonable woman would consider the offensive conduct to be so severe or persuasive that it would alter the conditions of her employment and create an abusive working environment" (Ellison vs Brady, 1991; as cited by Hukill, 1991, p. 38). The appellate court by supporting Ellison has stated that allegedly offensive conduct must be explored from the female victim's subjective perspective. Further, the court asserted that to explore the alleged harassment from another point of view would be male biased and would ignore the experiences of women (Hukill, 1991). Terpstra and Baker (1992) examined 133 Federal court sexual harassment cases and found that complainants were most likely to win if: the harassment was severe, there were witnesses to the harassment, there were documents supporting the existence of the harassment, notice had been given to management of the existence of a sexual harassment problem, and if after notification the organization took no action on the complaint.

Sexual Harassment and Work Related Outcomes

To date, literature examining the linkages between employee reactions to sexual harassment and related organizational outcomes tends to be anecdotal in nature or extrapolated from the literature on women's reactions to rape and job stress studies in general (Brooks and Perot, 1991). The literature acknowledges the high cost of litigating and/or losing a sexual harassment case can be. But only infrequently is it written how expensive the organizational consequences of sexual harassment can be, such as through reduced job involvement, decreased job performance, reduced job satisfaction and increased absenteeism and turnover (California Commission on the Status of Women, 1986). The above cited negative organizational consequences are related to the stress, fear and avoidance behaviors often seen among victims of sexual harassment. It has also been postulated that sexual harassment is not a "private war" (Terpstra and Baker, 1986, p. 29); that having a sexually harassed worker can negatively affect the work related attitudes of other witnessing employees, give an organization a bad reputation and reduce recruiting opportunities.

This research effort focuses on the effects of sexual harassment on the work related attitudinal outcomes of organizational commitment, job satisfaction and stress including role ambiguity and role conflict. Organizational commitment is viewed as an important attitudinal outcome because high levels of commitment have been linked to employee motivation and involvement (Stumpf and Hartman, 1984), expressions of positive affect and loyalty (O'Reilly and Caldwell, 1980), some aspects of job performance (Angle and Perry, 1981), and prosocial behavior (O'Reilly and Chatman, 1986). Additionally organizational commitment has been found to be negatively related to

absenteeism and turnover (Angle and Perry, 1981; Mowday, Porter and Steers, 1982).

Job satisfaction is an important attitudinal and research variable for several reasons.

First, job satisfaction has been shown to be consistently inversely related to absenteeism and turnover (Robbins, 1991). Secondly, satisfied workers express higher levels of institutional confidence (Liou, Sylvia, and Brunk 1990) and higher levels of general life satisfaction (Liou, Sylvia, and Brunk, 1990; Tait, Baldwin, and Padgett 1989). Overall, as employment is an integral aspect of people's lives, job satisfaction is deserving of examination purely on ethical grounds. Work place stress, and its effect on work related attitudes has been studied extensively for the past thirty years (Eulberg, Weekley and Bhagat, 1988). Negative reactions to workplace stress have been linked to work related attitudes such as withdrawal, performance, satisfaction, and commitment (Bhagat, McQuaid, Lindholm and Segovis, 1985; Fisher and Gitelson, 1983; Gupta and Beehr, 1979). Since it is also possible that the relationship between sexual harassment and work attitudes differs among employees depending on their age or organizational tenure, career stage will also be evaluated as a potential moderator.

Career Stage as a Moderator

Career stage has been shown to be a pivotal moderator of relationships involving work related attitudes (Cohen, 1991). For example, during early career stages Meyer and Allen (1984) found that levels of organizational commitment vary depending on whether attractive alternative employment opportunities are available to workers. While employees in early career stages are attempting to establish themselves in a new organization, they simultaneously are willing to leave an organization and/or relocate should their current

employer not meet their needs (Ornstein and Isabella, 1990). Hence, the early period of membership with an organization is a critical time as attitudes developed towards an organization during this period will be important factors in an employee's decision to stay with or to leave an organization (Cohen, 1991). Levinson, Darrow, Klein, Levinson, and McKee (1978) assert that the willingness to leave an employer or a chosen field of work diminishes as one enters the mid and late career stages. This change occurs because mid-career employees are more focused on developing stable work and personal lives. Similarly, late career stage employees are focused on settling down, and to that end are much less willing to change employers or relocate in order to procure a promotion (Levinson et al., 1978). Collectively, these studies suggest that relationships involving work related attitudes will be stronger in earlier career stages. For example, recent work by Cohen (1991) found the correlates of organizational commitment varied across career stages, especially when career stage was operationalized by age. However, Mathieu and Zajac (1990) point out that the majority of research has considered only bivariate relationships involving organizational commitment as a criterion and as a predictor. Mathieu and Zajac (1990) encourage the development of models that include moderated relationships as related to organizational commitment. It seems quite plausible to argue that relationships involving other work related attitudes may also be moderated by career stage.

When examining the effects of career stage on the sexual harassment--organizational outcomes relationship, how career stage is operationalized becomes important. Career stage may be operationalized by age or organizational tenure. Morrow and McElroy (1987) found that different operationalizations of career stage produced

different patterns of affective reactions (e.g., job satisfaction, organizational commitment) across career stages. It may be prudent for researchers to test both operationalizations when feasible, as it is possible for an individual to be at different career stage during various points in their lives (Super, 1984). When people change careers, or enter the workforce later in life they are in an early career stage, despite their chronological age. If the moderator effects of career stage differ according to which measure is used, age or organizational tenure, then perhaps each identifies a different process of moderating effects on the sexual harassment--work related attitudes relationship (Cohen, 1991).

Figure 1, Appendix A, exhibits the model to be examined in this research. The effects of sexually harassing behaviors and perceived sexual harassment on work related attitudes such as organizational commitment will be assessed. Further, the possible connection between the frequency of sexually harassing behaviors and the perception of having experienced sexual harassment will be investigated. Finally, the moderating effects of career stage on the sexual harassment--work related attitudes relationship will also be explored. These proposed relationships can be formally described as propositions.

PROPOSITIONS

Proposition 1

The greater the frequency of sexually harassing behaviors by supervisors/co-workers, the greater the perception of being sexually harassed.

A surprising aspect about women who experience sexually harassing behaviors, is the fact that many will not label their treatment "sexual harassment" (Fitzgerald et al., 1988). A woman's own life experiences, marital status, religiosity, attractiveness, feminist ideology, job status, and age may all affect how a woman perceives sexually harassing behaviors (Terpstra and Baker, 1986). Women are most likely to report being harassed when they view the harassing behaviors as serious (Brooks and Perot, 1991) and when they frequently experience harassing behaviors from a specific person who also harasses others in a similar fashion (Pryor, 1985). Brooks and Perot (1991), have hypothesized that the more "offensive" a woman finds harassing behaviors to be, the more likely she is to label it sexual harassment. Believing that sexual harassment is an abuse of power may lead some women to perceive harassing behaviors by supervisors as serious or offensive. Concomitantly, because of the great amount of contact co-workers have with one another, sexual harassment from co-workers may be viewed as equally serious or offensive.

Proposition 2

The greater the frequency of sexually harassing behaviors by supervisors/co-workers, the more negative are work related attitudes.

There are few reports in the literature which specifically examine the effect sexually harassing behaviors have upon organizational outcomes. Only Jensen and Gutek (1982) found explicit relationships between self-reported negative affect on the part of victims of sexual harassment and items measuring loss of job motivation, feelings of being distracted and a dread of going to work. Terpstra and Baker (1986) looked to the literature on stress, a probable yet empirically untested outcome of sexual harassment, in order to predict what organizational consequences may emanate from sexual harassment. They cite studies which show life stress as negatively related to academic performance (Harris, 1972) and the ability to teach effectively (Caranza, 1972). Clearly more research is needed to understand what relationship exists between harassing behaviors and work attitudes/organizational outcomes. Further, variables such as who is doing the harassing, a supervisor or a co-worker, and what if any are the disparate results of harassment when done by someone with equal or more power than the victim need to be examined.

Proposition 3

The greater the perception of being sexually harassed by supervisors/co-workers the more negative are work related attitudes.

The more frequently and severely a woman perceives being sexually harassed by a supervisor who has greater organizational power than she, the more likely it seems her attitudes toward work will be negatively affected. While co-workers do not have the licit

power of supervisors, they do have the ability to make a work environment hostile by engaging in behaviors which are perceived as sexual harassment. Given the frequent contact many co-workers have with one another, it seems logical to predict that the more women perceive themselves as sexually harassed by co-workers, the more it will negatively affect their attitudes toward work.

Proposition 4

The frequency of sexually harassing behaviors by supervisors/co-workers and the perception of being sexually harassed by supervisors/co-workers will each explain unique variation in work related attitudes.

Individual differences among women affect whether or not they report having experienced sexually harassing behaviors or having been sexually harassed. It may be that the variables which assist women in identifying sexually harassing behaviors and labeling sexual harassment (e.g., feminist ideology), also influence how work attitudes are affected. Potentially, high frequencies of sexually harassing behaviors may result in additional deterioration in work attitudes beyond that associated with the perception of being sexually harassed. Conversely, it is also possible that perceived sexual harassment is an independent predictor of work attitudes after harassing behaviors has already been taken into account. The hypothesized independent impact of behaviors and perceptions can be explained by research showing that women, after experiencing similar harassment, report different levels of sexually harassing behaviors and perceptions of harassment (Brooks and Perot, 1991).

Proposition 5

The relationship between supervisor/co-worker sexual harassment variables, i.e. perceptions and behaviors, and work related attitudes is moderated by career stage.

Career stage is currently theorized to be an important moderator between a variety of antecedents and organizational commitment (Mathieu and Zajac, 1990). Extending this logic, career stage may moderate the degree to which sexual harassment variables affect work related attitudes. How a woman perceives and reacts to sexual harassment variables is affected by many factors. Career stage may be able to account for some of the differences in perceptions between women who experience similar sexually harassing behaviors. Career stage can be operationalized by either age or organizational tenure; both operationalizations, potentially, have different implications for how sexual harassment variables affect work outcomes. For example an older woman in an early career stage may react quite differently to a harassing environment than a younger woman who is in the same career stage. Therefore, it may be advantageous to examine both operationalizations separately.

METHODS

Data Analysis

Proposition 1 will be tested by correlating the harassing behaviors by supervisors/co-workers scores with the perceived sexual harassment by supervisors/co-workers scores. Proposition 2 will be tested by correlating supervisor/co-worker sexual harassment scores with eight work related attitude scores. Similarly, Proposition 3 will be tested by correlating supervisor/co-worker perceived sexual harassment scores with the same eight work related attitude scores. Proposition 4 will be tested via hierarchical regressions of sexually harassing behaviors and perceptions associated with supervisors and co-workers on the eight work related attitudes. For each dependent variable, two analyses will be completed. First, in Order 1, the contribution of sexually harassing behaviors will be assessed, (step 1), followed by the addition of perceptions of harassment (step 2). In Order 2, the order of entry will be reversed so that perceptions of harassment are considered first (step 1), and then sexually harassing behaviors (step 2). The extent to which unique variation is explained by perceptions or behaviors will be evident in the magnitude of R^2 change from step 1 to step 2. Proposition 5 will be tested via hierarchical regressions of sexually harassing behaviors and perceptions associated with supervisors/co-workers and age/tenure interactions with these variables on the eight work related attitudes.

Sample

In January 1990, after receiving project approval from the Iowa State University committee on the Use of Human Subjects in Research, employees of a midwestern government agency were surveyed with an instrument designed to collect information which would assess morale. Prior to mailing the survey to all 1029 full-time employees, a letter was sent through the agency's internal mail service which explained the purpose of the upcoming study and encouraged cooperation. Two weeks after the explanatory letter, the questionnaire, cover letter and pre-addressed postage paid envelope were sent to the homes of every employee in the study. Completed questionnaires were received from 732 employees for an overall response rate of just over 71%; however, the sample size was reduced to 690 due to missing data in some questionnaires. The population surveyed consisted of 44% male and 56% female respondents. Of these, 72.4% of the males and 67.7% of the females returned the survey. Minority employees were somewhat under-represented with only 44.9% responding to the survey. The response rate obtained in this study was fairly high for survey research (Dillman, 1991), and thus the results observed should be quite generalizable to the agency population.

The sex and age of the respondents were self reported. There were 328 men responding to the survey: 13 were under 31 years of age coded (1), 143 were between the ages of 31 and 44 coded (2), and 167 were over 44 years coded (3). Five men gave no response on the age item. A total of 390 women responded to the survey: 52 were under age 31 coded (1), 172 were between the ages of 31 and 44 coded (2), and 157 were over age 44 coded (3). Nine women gave no response on the age item. The women in the study were slightly younger than their male cohorts, with the mean age

category for females being 2.28 while the mean age category for men was 2.48.

To learn the extent of sexual harassment experienced by the sample, a preliminary analysis was done. Among the women, 22 of 390, or 6%, reported experiencing supervisory harassment, and 36 of 390, or 9% reported experiencing co-worker harassment. Among the men 6 out of 328, or less than 2% reported experiencing supervisory harassment and 18 of 328 or 5% reported experiencing co-worker harassment. The figures demonstrate that both women and men experience sexual harassment in the workplace. However, this study chose to focus on the female experience and perception of sexual harassment, and therefore only the data on females in the sample was examined further.

Harassment Measures

Sexually harassing behaviors

The harassment measures utilized were designed specifically for this study. Sexually harassing behavior was measured using an eight item scale consisting of experienced behaviors which included sexist comments, undue attention, verbal sexual advances, body language, incitations, physical advances, explicit sexual propositions, and sexual bribery. Respondents were asked the number of times, if ever, they had experienced each behavior. Response options were given on a Likert type scale: 1=never, 2=one time, 3=two to five times, 4=six to nine times, and 5=ten or more times. Respondents were asked to rate each behavioral experience twice, once for behaviors they had experienced from supervisors (SUPAR) and then again for co-workers (COWHAR). The item responses for each of the two measures were summed to obtain a

total score and then converted back to the original scale metric yielding a range of 1 to 5. The final overall score is reflective of both the severity and frequency of behaviors experienced. The mean for sexually harassing behavior by a supervisor was 1.16 with a standard deviation of .39. The mean for sexually harassing behavior by a co-worker was 1.30 with a standard deviation of .49. The means and standard deviations for these and other study variables are reported in Table 1. Cronbach alphas for these scales were acceptable: $\alpha = .79$ for supervisory harassment and $\alpha = .75$ for co-worker harassment.

Perceptions of being sexually harassed

Perceptions of being sexually harassed by a supervisor or a co-worker were measured separately, via a single item which asked in the past two years "How often have you felt sexually harassed by your... 1. Supervisor 2. Co-worker(s)." Item responses were 1=never, 2=one time, 3=two to five times, 4=six to nine times, 5= ten or more times. The mean score for perceived sexual harassment by a supervisor was 1.16, with standard deviations of .70. The mean score for perceived sexual harassment by a co-worker was 1.22 and standard deviation .76 (see Table 1).

Measures of Work Related Attitudes

Organizational commitment

Organizational commitment (OC) was measured with the short 9 item version of Mowday, Steers and Porter's (1979) Organizational Commitment Questionnaire (OCQ). Mowday et al.'s full instrument is known for its test-retest and internal consistency reliabilities (Price and Mueller, 1986). Mowday et al. (1979) assert that the short version

OCQ will adequately measure OC when length of questionnaire is a concern. The short version OCQ consists of nine positively worded items questioning how employees feel about the organization they work for. Items in the short OCQ include: a willingness to expend extra effort on a job, having similar values as the employing organization, feelings of pride about working for the organization and caring about the fate of the organization. The items in the measure were developed according to Mowday et al.'s (1979) three-part definition of OC: 1) an acceptance of and belief in organizational goals and values; 2) a willingness to exert substantial effort; and 3) a concrete desire to maintain an active membership in the organization. Respondents use a seven point Likert scale to indicate the degree to which they identify with the positively worded statement. The Likert scale uses the following anchors: 1 =strongly disagree, 2=disagree, 3=somewhat disagree, 4 =neutral, 5=somewhat agree, 6=agree, 7=strongly agree. The scores for all nine items are summed, then converted back to the original scale metric to yield a summary indicator of OC. The reliability for the scale in this sample was coefficient α of .91.

Role ambiguity and role conflict

In this study, role ambiguity was measured with a short form of the role ambiguity measure developed by Rizzo, House and Lirtzman (1970). For the purposes of measurement Rizzo et al. (1970) define role ambiguity as 1) the predictability of the outcome or responses to one's behavior and 2) the existence or clarity of behavior requirements.

Rizzo et al. (1970) define role conflict as: 1) conflict between the focal person's internal standards or values and the defined role behavior, 2) conflict between the time,

resources or capabilities of the focal person and defined role behavior, 3) conflict between several roles for the same person which require different or incompatible behaviors, 4) conflicting expectations and organizational demands in the form of incompatible practices. In both the role ambiguity (6 items) and role conflict (8 items) measures respondents use a 7 point Likert scale. The 7 point scale uses the following anchors: 1=very false, 2=false, 3=somewhat false, 4=neutral, 5=somewhat true, 6=true, and 7=very true. The responses are summed and converted back to the original scale metric to yield summary indicators of role ambiguity and role conflict. The means and standard deviations for this study are reported in Table 1. Rizzo et al. (1970) reports Cronbach alphas of .78 and .80 for role ambiguity in two samples using their instrument. Rizzo et al. (1970) also report Cronbach alphas of .81 and .82 for two samples using their role conflict scale. Breugh (1980) reports a Cronbach alpha .80 for the role ambiguity index developed by Rizzo et al.(1970). In this study, the Cronbach alphas for role ambiguity and role conflict were .82 and .83 respectively.

Job satisfaction

Work satisfaction, promotion satisfaction, supervisor satisfaction, and co-worker satisfaction were measured with four scales from the Smith, Kendall, and Hulin (1969) Job Descriptive Index (JDI). The 63 items taken from the JDI are composed of adjectives or descriptive phrases. Respondents answered each item "yes", "no" or "?" if they were undecided. The items were scored by assigning "yes" responses 3 points, "no" responses a value of zero and "?" responses 1 point. One point was assigned to the "?" response as Smith et al. (1969) assert that an undecided response is closer to a "no" than

to a "yes". Responses were summed and converted back to the original scale metric to yield summary indicators of each satisfaction measure. Means and standard deviations are reported in Table 1. Price and Mueller (1986), report that for the five dimensions of the JDI, four of which are used in this study, internal consistency coefficients have been consistently larger than .70. In this study, the scales demonstrated strong reliability with coefficient alphas of .85 for satisfaction with work, .88 for satisfaction with promotions, .92 for satisfaction with supervision, and .90 for co-worker satisfaction.

Stress

Stress was measured via Parker and DeCotiis's (1983) stress measure which they developed for their own research purposes. The 13 item instrument encompasses 6 categories of job stressors: aspects of job, structure-climate-information flow, career development, relationships at work, aspects of role, and extra organizational variables (Parker and DeCotiis, 1983). Respondents rate 13 statements using a four point Likert scale. The following anchors are used in the scale: 1 = definitely disagree, 2 = inclined to disagree, 3 = inclined to agree, 4 = definitely agree. Individual scale scores are comprised of the mean of all the items in the scale with the negative items reversed. Means and standard deviations are reported in Table 1. Parker and DeCotiis (1983) report Cronbach's alpha for the components treated as scales are .86 and .74. In this study the coefficient alpha for the stress scale was .90.

RESULTS

Proposition 1

Proposition 1 was tested by correlating scores on the Frequency of Sexually Harassing Behavior by Supervisors/Co-workers measure with the scores on the Perception of Being Sexually Harassed by Supervisor/Co-worker measure. Strong support was found for the proposition that the greater the frequency of sexually harassing behaviors by supervisors/co-workers, the greater the perception of being sexually harassed. Sexually harassing behaviors by supervisors correlated .72 with the perception of being sexually harassed by a supervisor (see Table 2). Similarly, sexually harassing behaviors by co-workers correlated .70 with the perception of being sexually harassed by co-workers. Shared variance (i.e., r^2) between the two variables is .52 and .49 respectively.

Proposition 2

Proposition 2 was tested by correlating scores on the Frequency of Sexually Behaviors by Supervisors/Co-workers measure with the scores on the work related attitudes measures. Proposition 2, the greater the frequency of sexually harassing behaviors the more negative the work related attitudes, was supported by the nearly universal adverse impact of harassing behaviors on a wide range of work attitudes (see Table 3). Harassing behaviors by supervisors correlated as follows, with correlations exceeding .10 in magnitude statistically significant at $p \leq .05$:

$r = -.12$ organizational commitment

$r = .18$ role ambiguity
 $r = .26$ role conflict
 $r = -.05$ satisfaction with co-workers
 $r = -.11$ satisfaction with promotion
 $r = -.30$ satisfaction with supervision
 $r = -.14$ satisfaction with work
 $r = .24$ stress.

Thus the supervisory findings were supportive of Proposition 2 in seven of eight instances.

Harassing behavior by co-workers correlations were less supportive. The correlations were as follows, with correlations exceeding .10 in magnitude statistically significant at $p \leq .05$.

$r = -.15$ organizational commitment
 $r = .08$ role ambiguity
 $r = .16$ role conflict
 $r = -.20$ satisfaction with co-workers
 $r = .05$ satisfaction with promotion
 $r = -.05$ satisfaction with supervision
 $r = -.06$ satisfaction with work
 $r = .13$ stress.

Thus, sexually harassing behavior by co-workers affected work attitudes in an undesirable manner in four of eight instances. In three of the remaining four cases, correlations were in the specified direction but too small to be statistically significant. It is concluded that Proposition 2 was supported with respect to supervisory behaviors and was partially supported with respect to co-worker behaviors.

Proposition 3

Proposition 3 received mixed support when perception of harassment by supervisor/co-worker scores were correlated with work related attitude measures. The

correlations between perceptions of supervisory sexual harassment and work attitudes were as follows, with correlation exceeding .10 statistically significant at $p \leq .05$.

$r = -.09$ organizational commitment
 $r = .13$ role ambiguity
 $r = .13$ role conflict
 $r = .07$ satisfaction with co-workers
 $r = -.07$ satisfaction with promotion
 $r = -.21$ satisfaction with supervision
 $r = -.06$ satisfaction with work
 $r = .18$ stress.

The relationship specified was supported in four of eight instances. As can be seen in the next analysis, the perception of being sexually harassed by a supervisor had a stronger negative effect on work related attitudes than did the perception of being sexually harassed by co-workers.

The correlations between perception of harassment by co-workers and work related attitudes were smaller yet in magnitude and provide virtually no support for Proposition 3. The correlations were as follows, with no correlations exceeding .10 in magnitude, the value necessary to achieve statistical significance at $p \leq .05$.

$r = -.09$ organizational commitment
 $r = .04$ role ambiguity
 $r = .08$ role conflict
 $r = -.08$ satisfaction with co-workers
 $r = .09$ satisfaction with promotions
 $r = .02$ satisfaction with supervision
 $r = .01$ satisfaction with work
 $r = .06$ stress.

Even more problematic, the correlations between perceived co-worker harassment and promotion satisfaction, supervision satisfaction, and work satisfaction were positive when a negative relationship was anticipated (see Table 3).

Proposition 4

The proposition that the frequency of sexually harassing behaviors by supervisors/co-workers and the perception of being sexually harassed by supervisors/co-workers would each explain unique variation in work related attitudes was tested via hierarchical regressions of sexually harassing behaviors and perceptions associated with supervisors/coworkers on eight work related attitudes (see Tables 4 - 19). The focus here is on incremental variation explained rather than overall variation, with overall variation ranging from 1% to 10% for supervisory harassment and 0% to 4% for co-worker harassment. The general pattern which emerged was sexually harassing behaviors, particularly supervisory harassing behaviors explained more incremental variation in work related attitudes after consideration of perceptions of harassment (i.e., Order 2) than the reverse ordering (i.e., Order 1, consideration of behaviors followed by perceptions).

Supervisory findings

The results associated with order #1, where sexually harassing behaviors were considered first and perceptions were added in step 2, generated only one statistically significant finding. For co-worker satisfaction (Table 7), the addition of perceptions of harassment to harassing behaviors increased the explained variance by .02. The addition of perceptions of harassment to the amount of variation explained by sexually harassing behaviors by supervisors was not statistically significant for: organizational commitment (Table 4), role ambiguity (Table 5), role conflict (Table 6), satisfaction with promotion (Table 8), satisfaction with supervision (Table 9), satisfaction with work (Table 10) and stress (Table 11). Order #2, where sexually harassing behaviors were added after

consideration of perceptions was significant for six of eight dependent variables. The change in R^2 increased the shared variance from .02 (role ambiguity, Table 5; co-worker satisfaction, Table 7; and work satisfaction, Table 10), to .05 (role conflict, Table 6). The R^2 change was not statistically significant for organizational commitment (Table 4) or promotion satisfaction (Table 8).

Co-worker findings

Compared to the supervisory based forms of sexual harassment the co-worker based findings (Tables 12-19) were similar but slightly weaker in magnitude. The addition of perceptions of harassment to the amount of variation explained by sexually harassing behaviors, order #1, yielded only one significant finding. A 1% change in R^2 was noted in the case of work satisfaction (Table 18). The reverse ordering, order #2, wherein sexually harassing behaviors were added after consideration of perceptions of harassment, was statistically significant in five cases. A 1% change in R^2 was noted for organizational commitment (Table 12), while a 2% change in R^2 was observed for role conflict, (Table 14); satisfaction with work, (Table 18); and stress (Table 19). A 4% change in R^2 was found for satisfaction with co-workers (Table 15). It appears that sexually harassing behaviors more often explain incremental variation in work attitudes after perceptions of harassment have been taken into account, order #1, than the reverse ordering, order #2. Only 2 of 16 observations of order #2 supported Proposition 4. These findings provide mixed support for this proposition, with some evidence to suggest that sexually harassing behaviors are more pivotal in explaining job related attitudes than perceptions of harassment.

Proposition 5

To determine if career stage moderates the sexual harassment - work attitudes relationship, hierarchical regressions were performed on sexually harassing behaviors and perceptions of being harassed by supervisory and co-workers as the independent variables and age/tenure data as the moderator. Supervisory findings are presented in Tables 20-27 for the age moderator and in Tables 28-35 for the tenure moderator. Co-worker findings are offered in Tables 36-43 for the age moderator and in Tables 44-51 for the tenure moderator. Support for hypothesis 5 would be indicated by statistically significant change in R^2 from a model which includes sexually harassing behaviors, perceptions of harassment and career stage, (i.e., step 2) to a model which includes these three main effects plus interaction terms associated with career stage (i.e., step 3).

Supervisory findings

Among supervisors, with career stage operationalized by age, there was no statistically significant change in R^2 between step 2 and 3 of the hierarchical regression for any of the dependent variables (Tables 20-27). When career stage was operationalized by tenure (Tables 28-35), two statistically significant findings were detected. Significant interactions were noted for organizational commitment (Table 28) and role ambiguity (Table 29). For organizational commitment both the interactions between sexually harassing behaviors and career stage-tenure (A X C) and perception of harassment and career stage-tenure (B X C) were statistically significant. In the organizational commitment A X C relationship $\beta = -.82$, $t = -2.31$, $p \leq .05$ and the B X C relationship $\beta = 1.06$, $t = 2.58$, $p \leq .01$. In role ambiguity, only the B X C relationship was significant with

$\beta = 1.05$, $t = -2.56$, and $p \leq .01$.

Co-worker findings

Among co-workers with career stage operationalized by age (Tables 36-43), one statistically significant change in R^2 between step 2 and 3 occurred for organizational commitment (Table 36). For organizational commitment only the B X C relationship was significant with $\beta = -.60$, $t = -2.08$ and $p \leq .05$. Among co-workers with career stage operationalized by tenure (Tables 44-51), there was no statistically significant change in R^2 between step 2 and 3 of the regression for any of the dependent variables.

DISCUSSION

Proposition 1

The strong support found for Proposition 1 expands the body of knowledge which asserts that the more frequently and severely a woman is sexually harassed the more likely she is to perceive herself as sexually harassed (Brooks and Perot, 1991; Terpstra and Baker, 1986). The cross-sectional nature of this study also leads to the conclusion that women who report experiencing more frequent and/or severe forms of sexual harassment are more likely to perceive themselves to be recipients of sexual harassment. The support of Proposition 1 may also imply that women's reluctance to label harassing behaviors as sexual harassment (Fitzgerald et al., 1988) is diminishing. Finally, the high correlations found in this study between harassing behaviors by supervisors/co-workers and perceived sexual harassment, $r = .72$ and $.70$ respectively, may also imply that both unequal power levels and amount of contact with the harasser are important variables when women decide if they are sexually harassed.

Proposition 2

Proposition 2 contended that the greater the frequency of sexually harassing behaviors, the more negatively affected are work related attitudes. While the absolute magnitude of the correlations found in this study were not large, (i.e., $r = \pm .05$ to $r = -.30$) the consistent adverse impact of harassing behaviors on a varied range of work related attitudes is significant. Moreover, the small magnitude of the correlations may be related to a restriction of range problem in the sample. On a five point Likert type scale, with

1 = never, the mean response rate for the sample was 1.16 for sexually harassing behaviors by supervisors, and 1.30 for co-workers (see Table 1). The organization studied did not have severe problems with sexual harassment. However, even these low levels of harassment manifested a negative effect on work related attitudes. The magnitude of the negative effects would probably have been greater had the mean sexual harassment scores been higher. It is also interesting that supervisory harassment correlated more strongly with lower work attitudes than did co-worker harassment. It may be that while the source of harassment, supervisor or co-worker, is not important when women decide whether or not they are the victims of sexual harassment; the source of the harassment is an important variable when considering how harassment affects work attitudes. It is possible that the power differential, an important aspect of supervisory harassment, is a more crucial factor in how harassment affects work attitudes. The observed effects of even low levels of harassment on work related attitudes found in this study, lend support to the idea that organizational consequences of sexual harassment are expensive to employers (California Commission on the Status of Women, 1986).

Further research in this area needs to focus on organizations with more widespread problems with sexual harassment. In large organizations with higher levels of harassment, it will be easier to determine the true magnitude of the sexual harassment-work attitude relationship. Additionally, without restriction in range problems, it will be more feasible to investigate whether lower work attitudes actually evolve into reduced levels of job performance, and higher levels of absenteeism and turnover. It is even conceivable that outcomes such as quality of work may be affected.

On the other hand, it is probably unrealistic and certainly unethical to hope for an

organization that manifests a "moderate" amount of sexual harassment behavior on any scale. Future research will need to develop techniques to overcome restriction in range related problems. It will also need to assess how crucial/important a particular job is to an individual and what other employment options are available. It is possible that women who need to maintain their current employment will cognitively diffuse their harassment experiences in order to more comfortably maintain their employment. The possible minimizing of sexually harassing experiences may also help to explain why co-worker harassment appears to have a lower level of impact on work attitudes. Those who experience sexual harassment from co-workers may minimize it in order to maintain cordial relationships with co-workers.

Proposition 3

When comparing the results of the data analysis for propositions 2 and 3, it is clear that actual harassing behaviors by supervisors had a more adverse effect on work attitudes than did perceptions of harassment. Perceptions of supervisory harassment for the most part impacted negatively on work attitudes, albeit to a lesser extent than behaviors. The only exception to this trend was a $r = .07$ (Table 3) correlation between perception of supervisory harassment and satisfaction with co-workers.

The smaller effect of perceptions of supervisory harassment should not be dismissed however, as these perceptions were associated with higher levels of harassment. It may be that women, who because of their life experiences, marital status, religiosity, attractiveness, job status and age, tend not to identify themselves as harassed, still have work attitudes negatively affected by supervisory harassing behaviors.

Similarly, weaker support was found for the relationship between perceptions of co-worker harassment and job attitudes, as compared with behaviors. Given the lower correlations of co-worker harassing behaviors to work attitudes, this finding is not surprising. It is possible that harassing behaviors by co-workers and the perception of being harassed by co-workers simply is not as detrimental for employees as when the harassment comes from a supervisor. Perhaps, due to equal power status, co-workers are more comfortable fending off the harassing behaviors of their peers. Also the ability to actively discourage harassment from co-workers may diminish both the development of the perception of being harassed and may prevent negative work related attitudes from developing. However, care must be taken to not to ignore harassing co-workers. It is possible that if harassing behaviors are the norm for an individual prior to gaining a supervisory position, the harassing behaviors would be difficult to extinguish later.

Proposition 4

Partial support was found for the premise that sexually harassing behaviors and the perception of being sexually harassed would explain unique variation in work related attitudes. Sexually harassing behaviors, frequently explained additional variation in work related attitudes than did perceptions of harassment alone (i.e. in 11 of 16 cases). It is interesting that actual behaviors explained more incremental variance in work attitudes than perceptions, as perceptions of harassment are often thought to arise from experiencing more extensive harassing behaviors. However, what is most important about this finding, is the realization that even low levels of harassing behavior can affect work related attitudes. Managers must be careful not to assume that just because

employees are not complaining about being harassed, that they are not being negatively affected by harassing behaviors. Consistent with other findings in this study, co-worker harassing behaviors were smaller in magnitude than were the supervisory findings. However, the consistent tendency of co-worker harassing behaviors to negatively impact work attitudes, albeit in a small way, cannot be ignored.

Proposition 5

No support was found for the premise that the relationship between supervisor/co-worker sexual harassment behaviors/perceptions and work related attitudes is moderated by career stage when operationalized by age and tenure. Of the 32 examinations of the potential moderating effects of career stage, only 3 of 32 were statistically significant (i.e., supervisors/tenure and organizational commitment and role ambiguity Tables 28, 29; co-workers/age and organizational commitment Table 36). Two of the statistically significant findings used tenure as the career stage operationalization. The third statistically significant finding used age as the operationalization. These disparate and isolated findings lend no support for Proposition 5. The lack of findings may be related to restriction in range in the sexual harassment scores in this sample. It is possible that other moderators such as educational level are stronger moderators in the sexual harassment-work attitudes relationship and these might be considered in future studies.

Model Revision

The direct effect of career stage on work related attitudes was not a focus of this investigation. However, it is interesting to note that career stage exhibited a main effect

on some work related attitudes. Career stage, when operationalized by age, significantly added to the prediction of satisfaction with promotions for supervisory harassment (Table 24) and for co-worker harassment (Table 40). Career stage-age was negatively related to this form of satisfaction. These findings suggest that age ought to be added to models where satisfaction with promotions is an expressed interest. However, age is not a very useful model addition when other attitudinal outcomes are being examined.

For supervisory harassment, career stage operationalized as tenure, added significantly to models of organizational commitment (Table 28), co-worker satisfaction (Table 31), promotion satisfaction (Table 32), and stress (Table 35). Tenure was negatively related to organizational commitment and satisfaction with promotions, and positively related to satisfaction with co-workers and stress. For co-worker harassment, tenure again added to the prediction of organizational commitment (Table 44), co-worker satisfaction (Table 47), promotion satisfaction (Table 48), and stress (Table 51). The direction of the tenure work attitudes relationship was also the same as for supervisory harassment: negative for organizational commitment and satisfaction with promotions, and positive with satisfaction with co-workers and stress. These findings suggest that tenure is a potentially important variable to be added to models of organizational commitment, satisfaction with co-workers and promotions and stress.

Limitations and Suggestions

The greatest single limitation of this study is restriction in range in frequency of sexually harassing behaviors by supervisors/co-workers and the perception of being sexually harassed by supervisors/co-workers scores. On five point scales with 1 = never,

the mean harassing behavior scores were 1.16 for supervisors and 1.30 for co-workers. The mean for perception of harassment scores were 1.16 for supervisors and 1.22 for co-workers. Obviously, sexual harassment was not a pervasive problem for the midwestern government agency used in this study. The Propositions would be more thoroughly tested in an organization where sexual harassment is a wide spread problem. Additionally, as the agency surveyed was in the public sector, the question of how generalizable the findings are to the private sector must be asked.

Future research in this area may wish to focus both on organizations where sexual harassment is an identified problem and organizations in the private sector. Additionally, the possibility of using educational level or perceived alternative employment opportunities as moderators to the sexual harassment-work attitudes relationships could be explored.

Implications

Anita Hill's testimony at the October 1991 confirmation hearings for United States Supreme Court justice Clarence Thomas catapulted the issue of workplace sexual harassment into national public awareness. Workplace sexual harassment is also gaining attention internationally. The April 27, 1992 edition of Newsweek reports that Japan, which did not believe it had domestic problems with sexual harassment, was surprised when a woman successfully sued her employer for sexual harassment and was awarded \$12,500. A few Japanese women have won sexual harassment cases before, however their victories have been due the fact that accused employers have failed to appear in court. In this most recent case however, the employer put up a "spirited defense"

(Newsweek, 1992, P.38).

The study of sexual harassment in university and workplace settings, has helped define and document the existence of diverse forms (e.g., supervisory and peer) of sexual harassment (Baker, Terpstra and Larntz, 1990; Fitzgerald, 1990). Now that accurate baseline data exists about sexual harassment, the challenge for researchers is to develop and test models which examine both the relationship between sexual harassment and work related attitudes and the efficacy of workplace sexual harassment training and intervention program. Currently, levels of sexual harassment in the United States do not appear to be epidemic in nature. However, organizations which want to have stable productive workforces where employees are treated in an equalitarian manner, and those which want to avoid the legal and image repercussions of sexual harassment charges will benefit from increased understanding of how sexual harassment affects workers. Such understanding is the first step in developing more effective human resources preventative measures and interventions.

This study expands the limited body of knowledge on how employee work attitudes are affected by sexual harassment. While the percentages of variation in work attitudes found in this study were small, the relationships were pervasive. This study shows that sexual harassment adversely affects a wide range of attitudes. Future research is needed to specify if and how these attitudes are manifested in behavioral outcomes. The practical applications of the information gleaned from this study include: training programs to prevent harassment on all levels, the identification of supervisors who harass, and preventing the promotion to supervisory status of workers who harass. Minimizing the damage to work attitudes potentially caused by harassment, requires

ongoing human resource department efforts to document harassing behaviors identified by supervisors and victims, and the development and implementation of consequences for supervisors/co-workers who behave in sexually harassing ways. Hopefully, research in this area will continue to interest academics and managers alike.

REFERENCES

- Adams, J. W., Lottke, J. K., & Padgitt, J. S. (1983). Sexual harassment of university students. Journal of College Student Personnel, 24(6), 484-490.
- Angle, H. L., & Perry, J. L. (1981). An empirical assessment of organizational commitment and organizational effectiveness. Administrative Science Quarterly, 26, 1-13.
- Backhouse, C., & Cohen, L. (1981). Sexual harassment on the job: How to avoid the working woman's nightmare. Englewood Cliffs, NJ: Prentice-Hall.
- Baker D., Terpstra, D., & Larntz, K. (1990). The influence of individual characteristics and severity of harassing behavior on reactions to sexual harassment. Sex Roles, 22(5/6), 305-323.
- Benson, D. & Thompson, G. (1982). Sexual harassment on a university campus: The Confluence of authority relations, sexual interest and gender stratification. Social Problems, 29(3), 236-251.
- Bhagat, R. S., McQuaid, S. J., Lindholm, H., & Segovis, J. (1985). Total life stress: A multimethod validation of the construct and its effects on organizationally valued outcomes and withdrawal behaviors. Journal of Applied Psychology, 70(1), 202-214.
- Brooks, L. & Perot, A. R. (1991). Reporting sexual harassment, exploring a predictive model. Psychology of Women Quarterly, 15, 31-47.
- California Commission on the Status of Women Sexual Harassment in Employment Project (1986). Help yourself: A manual for dealing with sexual harassment. California Commission on the Status of Women: Sacramento.
- Caranza, E. (1972). A study of the impact of life changes on high school teacher performance in Lansing school district as measured by the Holmes and Rahe Schedule of Recent Experiences. Doctoral dissertation, Michigan State University, East Lansing.

- Cohen, A. (1991). Career stage as a moderator of the relationships between organizational commitment and its outcomes: A meta-analysis. Journal of Occupational Psychology, 64, 253-268.
- Crocker, P. L. (1983). An analysis of university definitions of sexual harassment. Signs, 8, 696-707.
- Dillman, D. A. (1991). The design and administration of mail surveys. Annual Review of Sociology, 17, 225-259.
- Eulberg, J. R., Weekley, J. A., & Bhagat, R. S. (1988). Models of stress in organizational research: a metatheoretical perspective. Human Relations, 41(4), 331-350.
- Farley, L. (1978). Sexual shakedown: The sexual harassment of women on the job. New York: Warner Books.
- Federal Registrar, Volume 45, No. 219, November 1980, 74676-74677.
- Fisher, C. D., & Gitelson, R. (1983). A meta-analysis of the correlates of role conflict and ambiguity. Journal of Applied Psychology, 69, 320-333.
- Fitzgerald, L., Shullman, S., Baily, N., Richard, M., Swecker, J., Gold, Y., Ormerod, M., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. Journal of Vocational Behavior, 32, 152-175.
- Fritzgerald, L. (1990). Sexual harassment: The definition and measurement of a construct. In M. Paludi (Ed.), Ivory Power: Sexual Harassment in Academia and the Workplace. Albany: SUNY Press.
- Fritzgerald, L., & Hesson-McInnis, M. (1989). The dimensions of sexual harassment: A structural analysis. Journal of Vocational Behavior, 35, 309-326.
- Gupta, N., & Beehr, T. A. (1979). Job stress and employee behaviors. Organizational Behavior and Human Performance, 23, 373-387.

- Harris, P. W. (1972). The relationship of life change to academic performance among selected college freshman at varying levels of college readiness. Doctoral dissertation, East Texas State University, Texarkana.
- Hukill, C. (1991). Significant decisions in labor cases. Monthly Labor Review, May, 37-39.
- Jensen, I., & Gutek, B. (1982). Attributions and assignment of responsibility in sexual harassment. Journal of Social Issues, 38(4), 121-136.
- Levinson, D. J., Darrow, C. N., Klein, E. B., Levinson, M. H. & McKee, B. (1978). The seasons of man's life. New York: Alfred A. Knopf.
- Liou, K., Sylvia, R. D., & Brunk, G. (1990). Non-work factors and job satisfaction revisited. Human Relations, 43(1), 77-86.
- Mackinnon, C. (1979). Sexual harassment of working women. New Haven: Yale University Press.
- Mathieu, J. E., & Zajac, D. M. (1990). A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. Psychological Bulletin, 108, No. 2, 171-194.
- McKinney, K., Maroules, N. (1991). Sexual harassment. In D.C. Heath (Ed.), Sexual Coercion: A Sourcebook on its Nature Causes and Prevention. Lexington, Massachusetts: Lexington Books.
- Meyer, M. C., Berchtold, I. M., Oesterich, J. L., & Collins, F. J. (1981). Sexual harassment. New York: Petrocelli Books.
- Meyer, P. J., & Allen, J. N. (1984). Testing the 'side bet' theory of organizational commitment. Some methodological considerations. Journal of Applied Psychology, 69, 372-378.
- Morrow, P. C. (1983). Concept redundancy in organizational research: The case of work commitment. Academy of Management Review, 8, 486-500.

- Morrow, P. C., & McElroy, J. C. (1986). On assessing measures of work commitment. Journal of Occupational Behavior, 7, 139-145.
- Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). Employee organizational linkages. New York: Academic Press.
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. Journal of Vocational Behavior, 14, 224-247.
- Newsweek, An "Office Lady" has her day in court, April 27, 1991, 38.
- O'Reilly, C. & Caldwell, D. (1980). Job choice: The impact of intrinsic and extrinsic factors on subsequent satisfaction and commitment. Journal of Applied Psychology, 65, 559-565.
- O'Reilly, C. & Chatman, J. (1986). Organizational commitment and psychological attachment: The effects of compliance, identification and internalization on prosocial behavior. Journal of Applied Psychology, 71, 492-499.
- Ornstein, S. & Isabella, L. (1990). Age vs. stage models of career attitudes of women: A partial replication and extension. Journal of Vocational Behavior, 36, 1-19.
- Parker, D. F., & De Cotiis, T. A. (1983). Organizational determinants of job stress. Organizational Behavior and Human Performance, 32, 160-177.
- Randall, D. M. (1990). The consequences of organizational commitment: Methodological investigation. Journal of Organizational Behavior, 11, 361-378.
- Rizzo, J., House, R. J. & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. Administrative Science Quarterly, 15, 150-163.
- Robbins, S. P. (1991). Organizational Behavior (5th ed.). Englewood Cliffs, New Jersey: Prentice-Hall.
- Saal, F. E. (1990). Sexual harassment in organizations. In Murphy & Saul (Ed.), Psychology in Organizations Integrating Science and Practice. Hillsdale, New Jersey: Lawrence Erlbaum Associates.

Safran, C. (1991, March). Sexual harassment: The view from the top. Redbook, pp. 46-51.

Smith, P. C., Candle, M., & Humin, C. L. (1969). The measurement of satisfaction in work and retirement. Chicago: Rand McNally.

Somers, A. (1982). Sexual harassment in academe: Legal issues and definitions. Journal of Social Issues, 38(4), 23-32.

Somers, P. A. & Clementson-Mohr, J. (1979). Sexual extortion in the workplace. The Personnel Administrator, April, 23-28.

Stumpf, S. A., & Hartman, K. (1984). Individual exploration to organizational commitment or withdrawal. Academy of Management Journal, 27, No. 2, 308-329.

Super, D. (1984). Career and life development. In D. Brown and L. Brooks (Eds.), Career Choice and Development. San Francisco: Jossey-Bass.

Tait, M., Padgett, M. Y., & Baldwin, T. T. (1989). Job and life satisfaction: A reevaluation of the strength of the relationship and gender effects as a function of the date of the study. Journal of Applied Psychology, 74(3), 502-507.

Terpstra, D. & Baker, D. (1986). A framework for the study of sexual harassment. Basic and Applied Social Psychology, 7(1), 17-34.

Terpstra, D. E., & Baker, D. D. (1992). Outcomes of Federal Court decisions on sexual harassment. Academy of Management Journal, 35, No. 1, 181-190.

Working Women's Institute (1975). Sexual harassment on the job: Result of preliminary survey. New York: Working Women's Institute.

ACKNOWLEDGEMENTS

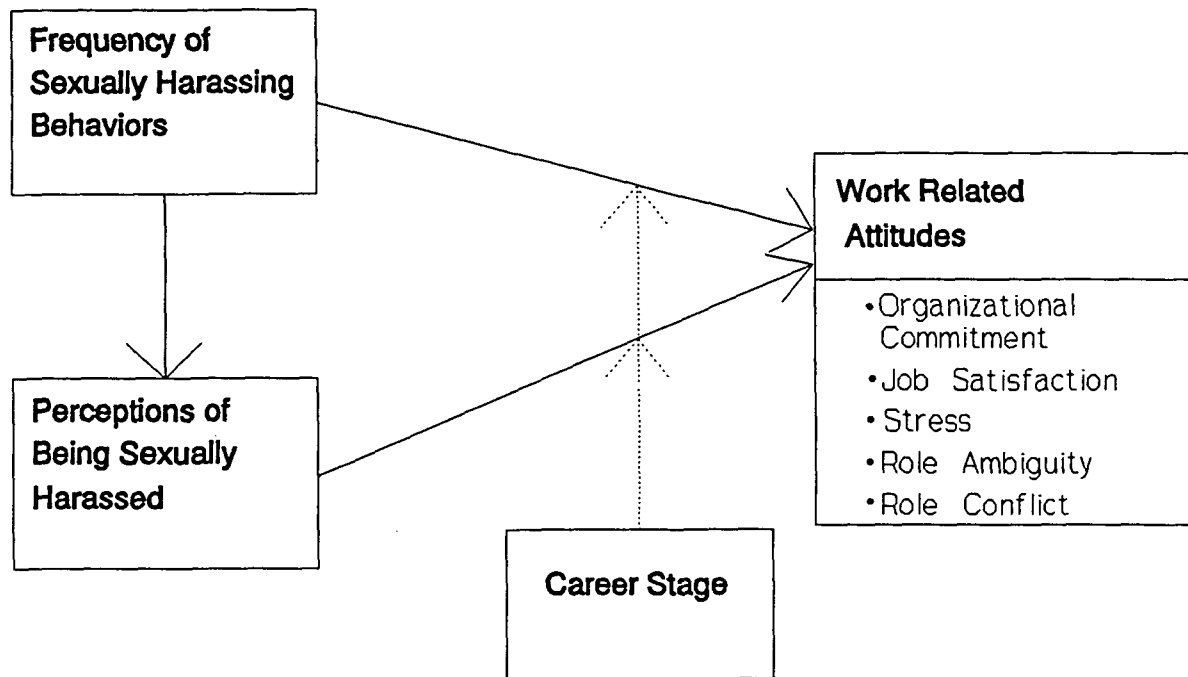
With this thesis completed, I embrace the memory of my beloved friend and mentor T. Anne Cleary. It was with Anne's encouragement, support, and instructions to "write a thesis this time" that I returned to graduate school.

While Anne helped me set my goal, Paula Morrow helped me to achieve it. Paula, generous with her time and patience, is an empowering teacher. I complete this thesis wiser and glad for the experience.

APPENDIX A

**FIGURE 1: THE EFFECT OF SEXUAL HARASSMENT ON
WORK RELATED ATTITUDES**

**Figure 1: The Effect of Sexual Harassment
on Work Related Attitudes**



APPENDIX B

MEASURES

MEASURES

Harassment Measures

1: Frequency of sexually harassing behaviors by supervisors (SUPHAR)

2: Frequency of sexually harassing behaviors by co-workers (COWHAR)

Measures 1 and 2 were designed specifically for this study.

	(A) NEVER	(B) 1 TIME	(C) 2-5 TIMES	(D) 6-9 TIMES	(E) 10+ TIMES
1.	SEXIST COMMENTS: How often have you experienced jokes or remarks that are stereotypical or derogatory to members of one sex by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		
2.	UNDUE ATTENTION: How often have you experienced flirting, being too friendly, or being too personal, but short of sexual inquiries by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		
3.	VERBAL SEXUAL ADVANCES: How often have you experienced general verbal expressions of sexual interest; inquiries of sexual values or behaviors, but short of a proposition by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		
4.	BODY LANGUAGE: How often have you experienced leering at your body or standing too close by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		
5.	INVITATIONS: How often have you received personal invitations for dates, but where sexual expectations are not stated by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		
6.	PHYSICAL ADVANCES: How often have you experienced kissing, hugging, pinching, or fondling by your...?				
	1. Supervisor:___		2. Co-Worker(s):___		

7. **EXPLICIT SEXUAL PROPOSITIONS:** How often have you experienced clear invitations for sexual encounter(s) by your...?

1. Supervisor:___

2. Co-Worker(s):___

8. **SEXUAL BRIBERY:** How often have you experienced explicit sexual propositions which include or strongly imply promises of rewards for complying (e.g., time off, more praise, promotions) by your...?

1. Supervisor:___

2. Co-Worker(s):___

3: Perceptions of being sexually harassed by supervisor(s) (Variable 218)

4: Perceptions of being sexually harassed by co-worker(s) (Variable 219)

Measures 3 and 4 were designed specifically for this study.

(A)	(B)	(C)	(D)	(E)
NEVER	1 TIME	2-5 TIMES	6-9 TIMES	10+ TIMES

How often have you felt sexually harassed by your...?

1. Supervisor:___

2. Co-Worker(s):___

Measures of Work Related Attitudes

5: Organizational Commitment (ORGCOMIT)

Organizational Commitment was measured via the short version of Mowday, Steers, and Porter's (1979) Organizational Commitment Questionnaire (ORQ).

1	2	3	4	5	6	7
Very False	False	Somewhat False	Neutral	Somewhat True	True	Very True

1. I am willing to put in a great deal of effort beyond that normally expected in order to help make --- successful.

1 2 3 4 5 6 7

2. I talk up --- to my friends as a great organization to work for.

1 2 3 4 5 6 7

3. I would accept almost any type of job assignment in order to keep working for ---.

1 2 3 4 5 6 7

4. I find that my values and 's values are very similar.

1 2 3 4 5 6 7

5. I am proud to tell others that I am part of ---.

1 2 3 4 5 6 7

6. --- really inspires the very best in me in the way of job performance.

1 2 3 4 5 6 7

7. I am extremely glad that I chose --- to work for, over other organizations I was considering at the time I joined ---.

1 2 3 4 5 6 7

8. I really care about the fate of ---.

1 2 3 4 5 6 7

9. For me, --- is the best of all possible organizations to work for.

1 2 3 4 5 6 7

- 6: Job Satisfaction: Four aspects of job satisfaction were measured using 4 scales from Smith, Kendall and Hulin's (1969) Job Descriptive Index.**

6A: Work Satisfaction (WORKSAT)

Work: Think of your present work. What is it like most of the time? In the blanks beside each word or phrase, write Y for "Yes", it describes my work, or N for "No", it does not describe my work, or ? for "sometimes" or "undecided".

- | | |
|-----------------|----------------|
| 1.__Fascinating | 10.__Useful |
| 2.__Routine | 11.__Tiring |
| 3.__Satisfying | 12.__Healthful |

- | | |
|--------------------|---------------------------------------|
| 4. __Boring | 13. __Challenging |
| 5. __Good | 14. __Too much to do |
| 6. __Creative | 15. __Frustrating |
| 7. __Respected | 16. __Simple |
| 8. __Uncomfortable | 17. __Repetitive |
| 9. __Pleasant | 18. __Gives a sense of accomplishment |

6B: Promotion Satisfaction (PROMOSAT)

Promotions: Now consider opportunity for advancement. Answer in the same manner.

- 19. __Good opportunity for advancement
- 20. __Opportunity somewhat limited
- 21. __Promotion on ability
- 22. __Good chance for promotion
- 23. __Unfair promotion policy
- 24. __Infrequent promotions
- 25. __Regular promotions
- 26. __Fairly good chance for promotion
- 27. __Dead end job

6C: Supervisor Satisfaction (SUPERSAT)

Supervisor: Think about your immediate supervisor. Answer in the same manner as above.

- | | |
|--------------------------------|------------------------------|
| 28. __Asks my advice | 37. __Tells me where I stand |
| 29. __Hard to please | 38. __Annoying |
| 30. __Impolite | 39. __Stubborn |
| 31. __Praises good work | 40. __Knows job well |
| 32. __Tactful | 41. __Bad |
| 33. __Influential | 42. __Intelligent |
| 34. __Up-to-date | 43. __Poor planner |
| 35. __Doesn't supervise enough | 44. __Around when needed |
| 36. __Has favorites | 45. __Lazy |

6D: Co-Worker Satisfaction (COWRKSAT)

Co-Workers: Now consider the majority of co-workers you work with on a daily basis. Answer in the same manner.

- | | |
|-------------------|---------------------|
| 46. __Stimulating | 55. __Talk too much |
| 47. __Boring | 56. __Smart |
| 48. __Slow | 57. __Lazy |

- | | |
|--------------------------------|-------------------------|
| 49. __ Helpful | 58. __ Unpleasant |
| 50. __ Stupid | 59. __ Gossipy |
| 51. __ Responsible | 60. __ Active |
| 52. __ Fast | 61. __ Narrow interests |
| 53. __ Intelligent | 62. __ Loyal |
| 54. __ Easy to make
enemies | 63. __ Stubborn |

7: Stress (STRESS)

Stress was measured via Parker and De Cotiis' (1983) Stress measure which they developed for their own research purposes.

Respond to the following statements about your job or --- in general by noting 1 for Definitely Disagree; 2 for Inclined to Disagree; 3 for Incline to Agree; or 4 for Definitely Agree in the space provided.

1. __ I have felt fidgety or nervous as a result of my job.
2. __ Working here makes it hard to spend enough time with my family.
3. __ My job gets to me more than it should.
4. __ I spend so much time at work, I can't see the forest for the trees.
5. __ There are lots of times when my job drives me right up the wall.
6. __ Working here leaves little time for other activities.
7. __ Sometimes when I think about my job I get a tight feeling in my chest.
8. __ I frequently get the feeling I am married to the .
9. __ I have too much work and too little time to do it in.
10. __ I feel guilty when I take time off from my job.
11. __ I sometimes dread the telephone ringing at home because the call might be
job-related.
12. __ I feel like I never have a day off.
13. __ Too many people at my level in --- get burned out by job demands.

8: Role Ambiguity (ROLEAMBG)

Role ambiguity was measured with a short form of the role ambiguity measure developed by Rizzo, House, and Lirtzman (1970).

1	2	3	4	5	6	7
Very False	False	Somewhat False	Neutral	Somewhat True	True	Very True

1. I feel certain about how much authority I have.

1 2 3 4 5 6 7

2. Clear, planned goals and objectives exist for my job.

1 2 3 4 5 6 7

3. I know that I have divided my time properly.

1 2 3 4 5 6 7

4. I know what my responsibilities are.

1 2 3 4 5 6 7

5. I know exactly what is expected of me.

1 2 3 4 5 6 7

6. Explanation is clear of what has to be done.

1 2 3 4 5 6 7

9: Role Conflict (ROLECONF)

Role conflict was measured with a short form of the role conflict measure developed by Rizzo, House, and Lirtzman (1970).

1	2	3	4	5	6	7
Very False	False	Somewhat False	Neutral	Somewhat True	True	Very True

1. I have to do things that should be done differently.

1 2 3 4 5 6 7

2. I receive an assignment without the staff to complete it.

1 2 3 4 5 6 7

3. I have to buck a rule or policy in order to carry out an assignment.

1 2 3 4 5 6 7

4. I work with two or more groups who operate quite differently.

1 2 3 4 5 6 7

5. I receive incompatible requests from two or more people.

1 2 3 4 5 6 7

6. I do things that are apt to be accepted by one person and not accepted by others.

1 2 3 4 5 6 7

7. I receive an assignment without adequate resources and materials to execute it.

1 2 3 4 5 6 7

8. I work on unnecessary things.

1 2 3 4 5 6 7

9: Career Stage

Career Stage can be measured via age or organizational tenure.

9A: Age (Variable 226)

What is your age (check one)?

- 1. __under 31 years
- 2. __31 to 44 years
- 3. __over 44 years

9B: Organizational Tenure (Variable 2)

Number of years in --- __

APPENDIX C

DATA ANALYSIS FOR PROPOSITIONS 1-5 (TABLES 1-51)

DESCRIPTIVE STATISTICS FOR STUDY VARIABLES
Table 1

Variable	Range	x	Std. Dev.
Career Stage ^a	1-3	2.23	.81
Age ^b	1-3	2.28	.69
Perceived Sexual Harassment by Supervisor	1-5	1.16	.70
Perceived Sexual Harassment by Co-worker	1-5	1.16	.70
Organizational Commitment	1-7	4.38	1.36
Role Ambiguity	1-7	3.24	1.18
Role Conflict	1-7	4.05	1.18
Co-worker Satisfaction	0-3	1.87	.77
Promotion Satisfaction	0-3	.76	.82
Supervision Satisfaction	0-3	1.91	.84
Work Satisfaction	0-3	1.60	.63
Stress	1-4	2.31	.63
Sexually Harassing Behavior by Supervisors	1-5	1.16	.39
Sexually Harassing Behavior by Co-workers	1-5	1.30	.49

Notes:

^aCareer Stage: 1 = 2 yrs. or less
2 = 3-10 yrs.
3 = 4-11 yrs.

^bAge: 1 = under 31 yrs.
2 = 31-44 yrs.
3 = over 44 yrs.

HYPOTHESIS 1
Table 2: Intercorrelations Among Study Variables

Variable	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Perceived sexual harassment by supervisor	.14	.72	.02	-.09	-.06	-.07	-.21	.07	.13	.13	.18	-.16	.04
2. Perceived sexual harassment by co-workers		.07	.70	-.09	.01	.09	.02	-.08	.04	.08	.06	-.13	-.06
3. Sexually harassing behavior by supervisor			.22	-.12	-.14	-.11	-.30	-.05	.18	.26	.24	-.18	.06
4. Sexually harassing behavior by co-workers				-.15	-.06	.05	-.04	-.20	.08	.16	.13	-.19	-.04
5. Organizational commitment					.48	.41	.29	.25	-.45	-.36	-.26	.04	-.15
6. Satisfaction with work						.38	.42	.36	-.42	-.39	-.40	.06	.05
7. Satisfaction with promotion							.29	.22	-.30	-.33	-.25	-.17	-.32
8. Satisfaction with supervision								.32	-.48	-.47	-.37	.00	-.09
9. Satisfaction with co-workers									-.26	-.30	-.16	.04	.09
10. Role ambiguity										.53	.37	-.07	.05
11. Role conflict											.50	-.08	.09
12. Stress												.04	.16
13. Age													.38
14. Organizational tenure													
NOTE: Correlations greater than .10 in magnitude are statistically significant at p.05.													

HYPOTHESIS 2 & 3
Table 3

<u>Attitude</u>	Sexually Harassing			
	Supervisor		Co-Worker	
	<u>Behaviors</u>	<u>Perceptions</u>	<u>Behaviors</u>	<u>Perceptions</u>
Organizational Commitment	-.12*	-.09	-.15**	-.09
Role Ambiguity	.18***	.13*	.08	.04
Role Conflict	.26***	.13*	.16**	.08
Satisfaction w/ Co-worker	-.05	.07	-.20***	-.08
Satisfaction w/ Promotions	-.11*	-.07	.05	.09
Satisfaction w/ Supervision	-.30***	-.21***	-.05	.02
Satisfaction w/ Work	-.14**	-.06	-.06	.01
Stress	.24***	.18***	.13*	.06

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

HYPOTHESIS 4
Table 4

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Organizational Commitment

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.12	-2.32*	.01		5.40*
Step 2: Sexually harassing behaviors	-.11	-1.52	.01	.00	2.71
Perceptions of harassment	-.01	-.17			
B. Order #2					
Step 1: Perceptions of harassment	-.09	-1.76	.01		3.09
Step 2: Perceptions of harassment	-.01	-.17	.01	.01	2.71
Sexually harassing behaviors	-.11	-1.52			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

HYPOTHESIS 4
Table 5

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Role Ambiguity

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.17	3.18**	.02		10.10**
Step 2: Sexually harassing behaviors	.17	2.36*	.02	.00	5.04**
Perceptions of harassment	-.01	-.13			
B. Order #2					
Step 1: Perceptions of harassment	.11	2.11*	.01		4.44*
Step 2: Perceptions of harassment	-.01	-.13	.02	.02*	5.04**
Sexually harassing behaviors	.17	2.36*			

* $p \leq .05$

** $P \leq .01$

*** $p \leq .001$

*The change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 6

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Role Conflict

Order Number & Steps in the Equation.	Beta	t	adj R ²	ΔR ²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.26	5.14***	.07		26.43***
Step 2: Sexually harassing behaviors	.32	4.52***	.07	.00	13.96***
Perceptions of harassment	-.09	-1.20			
B. Order #2					
Step 1: Perceptions of harassment	.14	2.66**	.02		7.08**
Step 2: Perceptions of harassment	-.09	-1.20	.07	.05 ^a	13.96***
Sexually harassing behaviors	.32	4.52***			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 7

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Satisfaction with Co-workers

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.06	-1.19	.00		1.41
Step 2: Sexually harassing behaviors	-.21	-2.83**	.02	.02 ^a	4.67
Perceptions of harassment	.21	2.84**			
B. Order #2					
Step 1: Perceptions of harassment	.06	1.12	.00		1.27
Step 2: Perceptions of harassment	.21	2.81**	.02	.02 ^a	4.67
Sexually harassing behaviors	-.21	-2.84**			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 8

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Satisfaction with Promotions

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.12	-2.30*	.01		5.30*
Step 2: Sexually harassing behaviors	-.14	-1.88	.01	.00	2.69
Perceptions of harassment	.02	.30			
B. Order #2					
Step 1: Perceptions of harassment	-.07	-1.35	.00		1.85
Step 2: Perceptions of harassment	.02	.29	.01	.01	2.69
Sexually harassing behaviors	-.14	-1.88			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

HYPOTHESIS 4
Table 9

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Satisfaction with Supervision

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.32	-6.39***	.10		40.90***
Step 2: Sexually harassing behaviors	-.30	-4.20***	.10	.00	20.52***
Perceptions of harassment	-.30	-.47			
B. Order #2					
Step 1: Perceptions of harassment	-.24	-4.72***	.06		22.32***
Step 2: Perceptions of harassment	-.03	-.47	.10	.04*	20.52***
Sexually harassing behaviors	-.30	-4.20***			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*The change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 10

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Satisfaction With Work

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.14	2.68**	.02		7.20**
Step 2: Sexually harassing behaviors	-.19	-2.64**	.02	.00	4.15*
Perceptions of harassment	.08	1.05			
B. Order #2					
Step 1: Perceptions of harassment	-.06	-1.14	.00		1.30
Step 2: Perceptions of harassment	.08	1.05	.02	.02 ^a	4.15*
Sexually harassing behaviors	-.19	-2.64**			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 11

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors on Stress

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.25	4.99***	.06		24.96***
Step 2: Sexually harassing behaviors	.24	3.36***	.06	.00	12.48***
Perceptions of harassment	.02	.25			
B. Order #2					
Step 1: Perceptions of harassment	.19	3.64***	.03		13.28***
Step 2: Perceptions of harassment	.02	.25	.06	.04*	12.48***
Sexually harassing behaviors	.24	3.36***			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*The change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 12

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Organizational Commitment

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.15	-2.85**	.02		8.15**
Step 2: Sexually harassing behaviors	-.16	-2.11*	.02	.00	4.07*
Perceptions of harassment	.01	.12			
B. Order #2					
Step 1: Perceptions of harassment	-.10	-1.91	.01		3.67
Step 2: Perceptions of harassment	.01	.12	.02	.01 ^a	4.07*
Sexually harassing behaviors	-.16	-2.11*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 13

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Role Ambiguity

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.07	1.62	.00		2.65
Step 2: Sexually harassing behaviors	.11	1.54	.00	.00	1.47
Perceptions of harassment	-.04	-.54			
B. Order #2					
Step 1: Perceptions of harassment	.04	.76	.00		.58
Step 2: Perceptions of harassment	-.04	-.54	.00	.00	1.46
Sexually harassing behaviors	.11	1.53			

**p ≤ .05*

***p ≤ .01*

****p ≤ .001*

HYPOTHESIS 4
Table 14

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Role Conflict

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.17	3.23**	.03		10.43**
Step 2: Sexually harassing behaviors	.22	3.01**	.03	.00	5.73**
Perceptions of harassment	-.08	-1.02			
B. Order #2					
Step 1: Perceptions of harassment	.08	1.53	.00		2.35
Step 2: Perceptions of harassment	-.06	-1.02	.03	.02 ^a	5.74**
Sexually harassing behaviors	.22	3.01**			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 15

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Satisfaction with Co-workers

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-2.21	-4.09***	.04		16.70***
Step 2: Sexually harassing behaviors	-.28	-3.86***	.04	.01	9.32***
Perceptions of harassment	.10	1.38			
B. Order #2					
Step 1: Perceptions of harassment	-.10	-1.90	.01		3.61
Step 2: Perceptions of harassment	.10	1.38	.04	.04*	9.33***
Sexually harassing behaviors	-.28	-3.86***			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*The change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 16

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Satisfaction with Promotions

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.05	.96	.00		.91
Step 2: Sexually harassing behaviors	-.03	-.35	.00	.01	1.53
Perceptions of harassment	.11	1.46			
B. Order #2					
Step 1: Perceptions of harassment	.09	1.71	.00		2.94
Step 2: Perceptions of harassment	.11	1.46	.00	.00	1.53
Sexually harassing behaviors	-.03	-.35			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

HYPOTHESIS 4
Table 17

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Satisfaction with Supervision

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.02	-.45	.00		.20
Step 2: Sexually harassing behaviors	-.08	-1.12	.00	.00	.74
Perceptions of harassment	.08	1.13			
B. Order #2					
Step 1: Perceptions of harassment	.03	.49	.00		.24
Step 2: Perceptions of harassment	.08	1.13	.00	.00	.74
Sexually harassing behaviors	-.08	-1.12			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

HYPOTHESIS 4
Table 18

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Satisfaction with Work

Order Number & Steps in the Equation.	Beta	t	adj R²	ΔR²	F
A. Order #1					
Step 1: Sexually harassing behaviors	-.07	-1.44	.00		2.07
Step 2: Sexually harassing behaviors	-.18	-2.5*	.01	.01 ^a	3.23*
Perceptions of harassment	.15	2.09*			
B. Order #2					
Step 1: Perceptions of harassment	.02	.46	.00		.21
Step 2: Perceptions of harassment	.15	2.09*	.01	.02 ^a	3.23*
Sexually harassing behaviors	-.18	-2.50*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 4
Table 19

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers on Stress

Order Number & Steps in the Equation.	Beta	t	adj R ²	ΔR ²	F
A. Order #1					
Step 1: Sexually harassing behaviors	.15	2.79	.02		7.78**
Step 2: Sexually harassing behaviors	.19	2.56	.02	.00	4.22*
Perceptions of harassment	-.06	-.83			
B. Order #2					
Step 1: Perceptions of harassment	.07	1.36	.00		1.86
Step 2: Perceptions of harassment	.06	-.83**	.02	.02 ^a	4.22
Sexually harassing behaviors	.19	2.56			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 20

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Organizational Commitment.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	-.09	-1.25	.01		3.46*
Perception of Harassment (B)	-.05	-.70			
Step 2: Sexually harassing behaviors	-.09	-1.24	.01	.00	2.30
Perceptions of harassment	-.05	-.70			
Career Stage-Age ^a (C)	.00	.03			
Step 3: Sexually harassing behaviors	-.29	-.95	.01	.01	1.80
Perceptions of harassment	.26	1.00			
Career Stage-Age	.01	.07			
A X C interaction	-.33	-1.34			
B X C interaction	.22	.65			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 21

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Role Ambiguity.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.19	2.48*	.03		6.03**
Perception of Harassment (B)	-.01	-.10			
Step 2: Sexually harassing behaviors	.18	2.43*	.03	.00	4.08**
Perceptions of harassment	-.01	-.13			
Career Stage-Age ^a (C)	-.02	-.47			
Step 3: Sexually harassing behaviors	.27	.91	.02	.00	2.46*
Perceptions of harassment	-.09	-.37			
Career Stage-Age	.00	.03			
A X C interaction	.08	.34			
B X C interaction	-.10	-.30			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 22

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Role Conflict.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.33	4.48***	.06		13.36***
Perception of Harassment (B)	-.11	-1.43			
Step 2: Sexually harassing behaviors	.33	4.40***	.06	.00	9.04***
Perceptions of harassment	-.11	-1.46			
Career Stage-Age ^a (C)	-.03	-.66			
Step 3: Sexually harassing behaviors	.21	.72	.06	.00	5.55***
Perceptions of harassment	-.12	-.50			
Career Stage-Age	-.17	-.90			
A X C interaction	.04	.17			
B X C interaction	.14	.43			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 23

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Satisfaction with Co-workers.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.22	-2.88**	.02		5.03**
Perception of Harassment (B)	.23	3.0**			
Step 2: Sexually harassing behaviors	-.21	-2.76**	.02	.00	3.85**
Perceptions of harassment	.23	3.05**			
Career Stage-Age ^a (C)	.06	1.21			
Step 3: Sexually harassing behaviors	.02	.06	.03	.01	2.88**
Perceptions of harassment	.27	1.04			
Career Stage-Age	.32	1.70			
A X C interaction	-.08	-.34			
B X C interaction	-.28	-.81			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 24

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Satisfaction with Promotions.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.13	-1.78	.01		2.26
Perception of Harassment (B)	.03	.43			
Step 2: Sexually harassing behaviors	-.16	-2.20*	.05	.04 ^b	7.02***
Perceptions of harassment	.02	.24			
Career Stage-Age ^a (C)	-.21	-4.05***			
Step 3: Sexually harassing behaviors	-.25	-.88	.05	.00	4.34***
Perceptions of harassment	.18	.74			
Career Stage-Age	-.19	-1.02			
A X C interaction	-.18	-.75			
B X C interaction	.10	.31			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 25

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Satisfaction with Supervision.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.31	-4.26***	.08		16.92***
Perception of Harassment (B)	.02	.32			
Step 2: Sexually harassing behaviors	-.32	-4.38***	.08	.01	12.01***
Perceptions of harassment	.02	.25			
Career Stage-Age ^a (C)	-.07	-1.44			
Step 3: Sexually harassing behaviors	-.17	-.61	.08	.01	7.48***
Perceptions of harassment	.05	.22			
Career Stage-Age	.10	.55			
A X C interaction	-.07	-.29			
B X C interaction	-.18	-.54			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1=44 years of age or less and 2=over 44 years of age.

HYPOTHESIS 5
Table 26

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Satisfaction with Work.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.21	-2.81**	.02		4.42**
Perception of Harassment (B)	.10	1.35			
Step 2: Sexually harassing behaviors	-.21	-2.76**	.02	.00	3.00*
Perceptions of harassment	.10	1.37			
Career Stage-Age ^a (C)	.02	.44			
Step 3: Sexually harassing behaviors	-.09	-.32	.01	.00	1.88
Perceptions of harassment	-.05	-.19			
Career Stage-Age	.04	.21			
A X C interaction	.16	.65			
B X C interaction	-.14	-.40			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 27

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Age on Stress.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.23	3.15**	.06		11.59***
Perception of Harassment (B)	-.02	.26			
Step 2: Sexually harassing behaviors	.24	3.30***	.06	.01	8.76**
Perceptions of harassment	.02	.34			
Career Stage-Age ^a (C)	.09	1.72			
Step 3: Sexually harassing behaviors	-.14	-.50	.06	.01	5.65***
Perceptions of harassment	.33	1.31			
Career Stage-Age	-.11	-.59			
A X C interaction	-.28	-1.18			
B X C interaction	.46	1.39			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1=44 years of age or less and 2=over 44 years of age.

HYPOTHESIS 5
Table 28

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Organizational Commitment.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.09	-1.25	.01		3.47*
Perception of Harassment (B)	-.05	-.71			
Step 2: Sexually harassing behaviors	-.08	-1.12	.03	.02 ^b	4.90**
Perceptions of harassment	-.06	-.74			
Career Stage-Tenure (C)	-.14	-2.76**			
Step 3: Sexually harassing behaviors	-.82	-2.80**	.05	.02 ^b	4.38***
Perceptions of harassment	.65	2.06*			
Career Stage-Tenure	-.49	-2.49**			
A X C interaction	-.82	-2.31*			
B X C interaction	1.06	2.58**			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 29

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Role Ambiguity.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.18	2.35*	.03		5.55**
Perception of Harassment (B)	.00	-.05			
Step 2: Sexually harassing behaviors	.18	2.31*	.02	.00	3.93**
Perceptions of harassment	.30	-.05			
Career Stage-Tenure (C)	.04	.84			
Step 3: Sexually harassing behaviors	.90	3.06**	.04	.02 ^b	3.74**
Perceptions of harassment	-.51	-1.61			
Career Stage-Tenure	.49	2.49**			
A X C interaction	.57	1.65			
B X C interaction	-1.05	-2.56**			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 30

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Role Conflict.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.33	4.39***	.06		12.83***
Perception of Harassment (B)	-.10	-1.4			
Step 2: Sexually harassing behaviors	.32	4.32***	.07	.01	9.35***
Perceptions of harassment	-.10	-1.39			
Career Stage-Tenure (C)	.08	1.51			
Step 3: Sexually harassing behaviors	.65	2.25*	.07	.01	6.05***
Perceptions of harassment	-.55	-1.77			
Career Stage-Tenure	.16	.83			
A X C interaction	.52	1.48			
B X C interaction	-.47	-1.17			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5

Table 31

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Satisfaction with Co-workers.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	-.21	-2.72**	.02		4.58**
Perception of Harassment (B)	.22	2.88**			
Step 2: Sexually harassing behaviors	-.21	-2.81	.03	.01 ^b	4.48**
Perceptions of harassment	.22	2.90**			
Career Stage-Tenure (C)	.11	2.05*			
Step 3: Sexually harassing behaviors	-.15	-.52	.02	.00	2.69*
Perceptions of harassment	.21	.67			
Career Stage-Tenure	.16	.83			
A X C interaction	.01	.02			
B X C interaction	-.09	-.21			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 32

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Satisfaction with Promotions.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.13	-1.72	.01		2.05
Perception of Harassment (B)	.03	.44			
Step 2: Sexually harassing behaviors	-.10	-1.45	.11	.11 ^b	15.40***
Perceptions of harassment	.03	.42			
Career Stage-Tenure (C)	-.33	-6.45***			
Step 3: Sexually harassing behaviors	-.31	-1.12	.11	.01	9.81***
Perceptions of harassment	.48	1.60			
Career Stage-Tenure	-.29	-1.51			
A X C interaction	-.53	-1.55			
B X C interaction	.30	.75			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 33

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Satisfaction with Supervision.

Steps In the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.30	-4.03***	.00		15.62***
Perception of Harassment (B)	.01	.20			
Step 2: Sexually harassing behaviors	-.29	-3.95***	.08	.01	11.57***
Perceptions of harassment	.01	.19			
Career Stage-Tenure (C)	-.09	-1.80			
Step 3: Sexually harassing behaviors	-.25	.89	.08	.00	7.15***
Perceptions of harassment	.19	.61			
Career Stage-Tenure	.04	.22			
A X C interaction	-.20	-.59			
B X C interaction	-.06	-.15			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 34

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Satisfaction with Work.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.20	-2.58**	.02		3.71*
Perception of Harassment (B)	.09	1.24			
Step 2: Sexually harassing behaviors	-.20	-2.64**	.02	.00	2.98*
Perceptions of harassment	.09	1.25			
Career Stage-Tenure (C)	.06	1.22			
Step 3: Sexually harassing behaviors	-.86	-2.91**	.03	.02	2.90*
Perceptions of harassment	.73	2.28*			
Career Stage-Tenure	-.24	-1.23			
A X C interaction	-.73	-2.04*			
B X C interaction	.95	2.29*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 35

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Supervisors and Tenure on Stress.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	.23	3.13**	.05		11.30***
Perception of Harassment (B)	.02	.24			
Step 2: Sexually harassing behaviors	.22	3.01**	.08	.02 ^b	10.71***
Perceptions of harassment	.02	.27			
Career Stage-Tenure (C)	.15	3.00**			
Step 3: Sexually harassing behaviors	.59	2.05*	.08	.01	6.98***
Perceptions of harassment	-.48	-1.54			
Career Stage-Tenure	.25	1.29			
A X C interaction	.57	1.65			
B X C interaction	-.53	-1.31			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 36

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Organizational Commitment.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	-.15	-2.05*	.02		3.96*
Perception of Harassment (B)	.01	.07			
Step 2: Sexually harassing behaviors	-.15	-2.01*	.01	.00	2.64*
Perceptions of harassment	.01	.07			
Career Stage-Age ^a (C)	.00	.08			
Step 3: Sexually harassing behaviors	.36	1.36	.03	.02 ^b	3.09**
Perceptions of harassment	-.09	-.38			
Career Stage-Age	.42	2.58**			
A X C interaction	.05	.20			
B X C interaction	-.60	-2.08*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 37

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Role Ambiguity.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.12	1.63	.00		1.65
Perception of Harassment (B)	-.04	-.58			
Step 2: Sexually harassing behaviors	.12	1.53	.00	.00	1.22
Perceptions of harassment	-.04	-.58			
Career Stage-Age ^a (C)	-.03	-.60			
Step 3: Sexually harassing behaviors	-.35	-1.29	.01	.01	1.38
Perceptions of harassment	.26	1.07			
Career Stage-Age	-.27	-1.64			
A X C interaction	-.29	-1.21			
B X C interaction	.52	1.80			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 38

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with **Co-workers** and **Age** on **Role Conflict**.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	.22	2.95**	.03		5.56**
Perception of Harassment (B)	-.07	-.99			
Step 2: Sexually harassing behaviors	.21	2.81**	.02	.00	3.89**
Perceptions of harassment	-.07	-.98			
Career Stage-Age ^a (C)	-.04	-.74			
Step 3: Sexually harassing behaviors	-.13	-.48	.02	.01	2.73*
Perceptions of harassment	.23	.96			
Career Stage-Age	-.16	-.99			
A X C interaction	-.30	-1.28			
B X C interaction	.38	1.31			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1=44 years of age or less and 2=over 44 years of age.

HYPOTHESIS 5
Table 39

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Satisfaction with Co-workers.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	-.28	-3.89**	.04		9.20***
Perception of Harassment (B)	.10	1.39			
Step 2: Sexually harassing behaviors	-.28	-3.86***	.04	.00	6.26***
Perceptions of harassment	.10	1.37			
Career Stage-Age ^a (C)	.04	.66			
Step 3: Sexually harassing behaviors	.09	.33	.04	.01	4.20***
Perceptions of harassment	-.21	-.86			
Career Stage-Age	-.18	1.11			
A X C interaction	.30	1.30			
B X C interaction	-.41	-1.42			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 40

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Satisfaction with Promotions.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.03	-.39	.00		1.45
Perception of Harassment (B)	.11	1.45			
Step 2: Sexually harassing behaviors	-.07	-.88	.03	.03 ^b	4.56**
Perceptions of harassment	.11	1.50			
Career Stage-Age ^a (C)	-.18	-3.27***			
Step 3: Sexually harassing behaviors	.12	.46	.04	.01	3.80**
Perceptions of harassment	.29	1.21			
Career Stage-Age	.11	.69			
A X C interaction	-.22	-.95			
B X C interaction	-.24	-.83			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 41

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Satisfaction with Supervision.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.09	-1.18	.00		.83
Perception of Harassment (B)	.09	1.20			
Step 2: Sexually harassing behaviors	-.09	-1.23	.00	.00	.62
Perceptions of harassment	.09	1.20			
Career Stage-Age ^a (C)	-.03	-.47			
Step 3: Sexually harassing behaviors	.20	.74	-1.00	-.01	.75
Perceptions of harassment	-.23	-.93			
Career Stage-Age	.05	.28			
A X C interaction	.32	1.35			
B X C interaction	-.32	-1.11			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 42

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Satisfaction with Work.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.20	-2.64**	.01		3.57*
Perception of Harassment (B)	.16	2.16*			
Step 2: Sexually harassing behaviors	-.19	-2.53**	.01	.00	2.46
Perceptions of harassment	.16	2.15*			
Career Stage-Age ^a (C)	.03	.53			
Step 3: Sexually harassing behaviors	.33	1.25	.02	.01	2.46*
Perceptions of harassment	-.09	-.38			
Career Stage-Age	.35	2.18*			
A X C interaction	.22	.94			
B X C interaction	-.60	-2.08*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 43

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Age on Stress.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.19	2.53**	.02		4.15**
Perception of Harassment (B)	-.06	-.80			
Step 2: Sexually harassing behaviors	.20	2.72	.02	.01	3.45**
Perceptions of harassment	-.06	-.82			
Career Stage-Age ^a (C)	.08	1.43			
Step 3: Sexually harassing behaviors	-.33	-1.24	.03	.01	3.01**
Perceptions of harassment	.24	1.02			
Career Stage-Age	-.22	-1.39			
A X C interaction	-.28	-1.20			
B X C interaction	.60	2.12*			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was computed as a dummy variable with 1 = 44 years of age or less and 2 = over 44 years of age.

HYPOTHESIS 5
Table 44

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Organizational Commitment.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.16	-2.11*	.01		3.48*
Perception of Harassment (B)	.03	.36			
Step 2: Sexually harassing behaviors	-.16	-2.10*	.08	.02 ^b	5.04**
Perceptions of harassment	.02	.22			
Career Stage-Tenure (C)	-.15	-2.83**			
Step 3: Sexually harassing behaviors	-.34	-1.48	.03	.00	3.31**
Perceptions of harassment	.25	1.20			
Career Stage-Tenure	-.18	-1.14			
A X C interaction	-.27	-1.20			
B X C interaction	.25	.84			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 45

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Role Ambiguity.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.13	1.67	.00		1.50
Perception of Harassment (B)	-.06	-.85			
Step 2: Sexually harassing behaviors	.12	1.66	.00	.00	1.25
Perceptions of harassment	-.06	-.80			
Career Stage-Tenure (C)	.05	.87			
Step 3: Sexually harassing behaviors	.12	.52	.00	.00	1.06
Perceptions of harassment	.10	.47			
Career Stage-Tenure	.15	.97			
A X C interaction	-.20	-.87			
B X C interaction	.00	.00			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 46

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Role Conflict.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.22	2.91**	.02		5.34**
Perception of Harassment (B)	-.07	-1.00			
Step 2: Sexually harassing behaviors	.22	2.89**	.03	.01	4.45**
Perceptions of harassment	-.07	-.92			
Career Stage-Tenure (C)	.09	1.62			
Step 3: Sexually harassing behaviors	.29	1.25	.03	.00	2.89**
Perceptions of harassment	.01	.04			
Career Stage-Tenure	.21	1.35			
A X C Interaction	-.10	-.44			
B X C Interaction	-.10	-.34			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 47

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with **Co-workers** and **Tenure** on **Satisfaction with Co-workers**.

Steps in the Equation	Beta	t	adj R ²	ΔR ²	F
Step 1: Sexually harassing behaviors (A)	-.28	-.382***	.04		8.31***
Perception of Harassment (B)	.13	1.70			
Step 2: Sexually harassing behaviors	-.28	-3.83***	.05	.01 ^b	7.12***
Perceptions of harassment	.13	1.79			
Career Stage-Tenure (C)	.11	2.15*			
Step 3: Sexually harassing behaviors	-.38	-1.67	.05	.00	4.55***
Perceptions of harassment	.34	1.62			
Career Stage-Tenure	.15	.95			
A X C interaction	-.24	-1.08			
B X C interaction	.13	.45			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 48

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Satisfaction with Promotions.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.03	-.41	.01		2.35
Perception of Harassment (B)	.14	1.80			
Step 2: Sexually harassing behaviors	-.02	-.35	.11	.10 ^b	15.13***
Perceptions of harassment	.11	1.57			
Career Stage-Tenure (C)	-.32	-6.34***			
Step 3: Sexually harassing behaviors	.02	.11	.11	.01	9.58***
Perceptions of harassment	.27	1.31			
Career Stage-Tenure	-.17	-1.12			
A X C Interaction	-.19	-.89			
B X C Interaction	-.07	-.25			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$

HYPOTHESIS 5
Table 49

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Satisfaction with Supervision.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.06	-.86	.00		.37
Perception of Harassment (B)	.05	.65			
Step 2: Sexually harassing behaviors	-.06	-.84	.00	.01	1.45
Perceptions of harassment	.04	.56			
Career Stage-Tenure (C)	-.10	-1.90			
Step 3: Sexually harassing behaviors	-.09	-.39	.00	.00	1.04
Perceptions of harassment	-.06	-.26			
Career Stage-Tenure	-.20	-1.23			
A X C interaction	.12	.53			
B X C interaction	.04	.13			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 50

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Satisfaction with Work.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	-.18	-2.44*	.01		3.13*
Perception of Harassment (B)	.16	2.12*			
Step 2: Sexually harassing behaviors	-.18	-2.46**	.01	.00	2.55
Perceptions of harassment	.16	2.17*			
Career Stage-Tenure (C)	.06	1.18			
Step 3: Sexually harassing behaviors	-.06	-.25	.01	.00	1.63
Perceptions of harassment	.13	.61			
Career Stage-Tenure	.17	1.06			
A X C interaction	.03	.12			
B X C interaction	-.17	-.57			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

*This variable was coded continuously.

HYPOTHESIS 5
Table 51

Hierarchical Regressions of Sexually Harassing Behaviors and Perceptions Associated with Co-workers and Tenure on Stress.

Steps in the Equation	Beta	t	adj R²	ΔR²	F
Step 1: Sexually harassing behaviors (A)	.20	2.68**	.02		3.85*
Perception of Harassment (B)	-.10	-1.38			
Step 2: Sexually harassing behaviors	.20	2.67**	.04	.03 ^b	5.89***
Perceptions of harassment	-.09	-1.23			
Career Stage-Tenure (C)	.16	3.13**			
Step 3: Sexually harassing behaviors	.03	.11	.04	.00	3.65**
Perceptions of harassment	.01	.06			
Career Stage-Tenure	.06	.38			
A X C Interaction	-.11	-.48			
B X C Interaction	.23	.79			

* $p \leq .05$

** $p \leq .01$

*** $p \leq .001$

^aThis variable was coded continuously.

^bThe change in R² is significant at $p \leq .05$